

*Employees' Retirement System of the  
County of Milwaukee*

*Actuarial Valuation Report*

*January 1, 2011*

*May, 2011*

May 13, 2011

The Retirement Board  
Employees' Retirement System of the  
County of Milwaukee  
901 N. 9<sup>th</sup> St.  
Milwaukee, WI 53233

Ladies and Gentlemen:

This report presents the results of the annual actuarial valuation of the Employees' Retirement System of the County of Milwaukee as of January 1, 2011. The valuation takes into account all of the promised benefits to which members are entitled as of January 1, 2011, including pension and survivor benefits; and as required by the Retirement Code is the basis for the Budget Contribution for fiscal year 2012.

The valuation was based on the actuarial assumptions and methods as adopted by the Board of Trustees, including a valuation interest rate of 8% per annum compounded annually. Based on our recommendations in May 2007, the Board adopted revised actuarial assumptions effective with the January 1, 2007 valuation. Minor adjustments in the assumptions and methods were adopted by the Board in 2008 and 2009 as well. The assumptions and methods used in this January 1, 2011 valuation report remain unchanged from the January 1, 2010 valuation report. Plan amendments have been reflected in the valuation since the January 1, 2010 valuation report. Effective January 1, 2010, the normal retirement age was increased to age 64 for future hires only for the attorneys, the Machinists, and TEAMCO. The multiplier was decreased from 2.0% to 1.6% for current members' future service and future hires' total service for the attorneys, the Machinists, TEAMCO, and Elected Officials effective June 1, 2010, May 1, 2010, June 1, 2010, and October 14, 2010, respectively. Effective January 1, 2011 Elected Officials and Non-Represented employees will contribute 2% of compensation. For all Non-Represented employees (other than elected officials), the contribution rate would increase to 3% of compensation effective June 12, 2011 and to 4% of compensation effective December 11, 2011. Note that for purposes of the contribution rates shown in the report, these amounts are gross contribution amounts. It is our understanding that County staff will net out the amount of employee contributions that are collected to arrive at a net County contribution.

### **Assets and Membership Data**

The Retirement System reported the individual data for members of the System as of the valuation date to the actuary. For 2011 we received the data in multiple files. We received the counts of members to include in the January 1, 2011 valuation separately from members' benefit information. Missing information was updated with either supplemental information sent or by using assumptions based on the prior year's data. While we did not verify the data at their source, we did perform tests for internal consistency and reasonableness. The amount of assets

in the trust fund taken into account in the valuation was based on statements prepared for us by the Retirement System.

### **Funding Adequacy**

The 2010 valuation performed last year resulted in an Actual Funding Contribution of \$27,549,990 against which \$32,893,708 (adjusted for interest shown on Table 11) was actually contributed. The excess of \$5,343,718 will be amortized over five years.

The Actual Funding Contribution for 2011, based on the results of this valuation, is \$26,808,037. It is expected that \$31,494,329 (\$31,494,090 in expected contribution plus \$239 interest) will be contributed during 2012 on behalf of the 2011 plan year. The excess contribution of \$4,686,292 will be amortized over five years.

### **Budget Contribution**

The 2012 Budget Contribution, expected to be contributed in 2013, is \$30,398,000.

### **Financial Results and Membership Data**

Detailed summaries of the financial results of the valuation and membership data used in preparing the valuation are shown in the valuation report. The actuary prepared supporting schedules and required supplementary information included in the County of Milwaukee Annual Report of the Pension Board.

Qualified actuaries completed the valuation in accordance with accepted actuarial procedures as prescribed by the Actuarial Standards Board. The qualified actuaries are members of the American Academy of Actuaries and are experienced in performing actuarial valuations of public employee retirement systems. To the best of our knowledge, this report is complete and accurate and has been prepared in accordance with generally accepted actuarial principles and practice. The undersigned with actuarial designations are qualified to render the opinions contained in this report.

Respectfully submitted,



Larry Langer, ASA, EA, MAAA  
Principal, Consulting Actuary



Marco Ruffini  
Director, Retirement

LL/MR:hs

**EMPLOYEES’ RETIREMENT SYSTEM OF THE COUNTY OF MILWAUKEE**  
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## Executive Summary

This report presents the actuarial valuation as of January 1, 2011 for the Employees' Retirement System of the County of Milwaukee. The principal valuation results include:

- The Actual Funding Contribution for fiscal year 2011, which is \$26,808,037.
- The Annual Required Contribution for fiscal year 2011 in accordance with GASB requirements, which is \$29,621,216. GASB requires that the unfunded liability be amortized over a period of not more than thirty years. Typically the Annual Required Contribution and the Actual Funding Contribution are the same. Because the effective amortization period of the Actual Funding Contribution is over thirty years, the Annual Required Contribution cannot be the same as the Actual Funding Contribution. We have independently calculated the Annual Required Contribution as the normal cost plus interest plus a thirty year amortization of the unfunded liability.
- The Budget Contribution for fiscal year 2012, which is \$30,398,000.
- The total funded ratio of the plan determined as of January 1, 2011, which is 92.2% based on the accrued liability and the actuarial value of assets. On a market value basis, the plan is 90.6% funded.
- The determination of the actuarial gain or loss as of January 1, 2011, which is a loss of \$21,185,844.
- Annual disclosure as of January 1, 2011 as required by Statement No. 25 of the Governmental Accounting Standards Board.

The valuation was based on membership and financial data submitted by the Retirement System.

## **Changes Since Last Year**

### **Legislative and Administrative Changes**

No legislative or administrative changes have been adopted since the previous valuation, other than those that are listed below:

- Effective January 1, 2010, the normal retirement age was increased to age 64 for future hires only for the attorneys, the Machinists, and TEAMCO. The multiplier was decreased from 2.0% to 1.6% for current members' future service and future hires' total service for the attorneys, the Machinists, TEAMCO and Elected Officials effective June 1, 2010, May 1, 2010, June 1, 2010, and October 14, 2010, respectively.
- Effective January 1, 2011 Elected Officials and Non-Represented employees will contribute 2% of compensation. For all Non-Represented employees (other than elected officials), the contribution rate would increase to 3% of compensation effective June 12, 2011 and to 4% of compensation effective December 11, 2011.

Note that for purposes of the contribution rates shown in the report, these amounts are gross contribution amounts. It is our understanding that County staff will net out the amount of employee contributions that are collected to arrive at a net County contribution.

### **Actuarial Assumptions and Methods**

The results of this January 1, 2011 actuarial valuation report are based on the same actuarial assumptions and methods as the January 1, 2010 actuarial valuation. The actuarial assumptions and methods are outlined in Table 15.

## Contribution Amounts

The results of the valuation as of January 1, 2011 determine the Actual Funding Contribution and Annual Required Contribution for fiscal year 2011 and the Budget Contribution for fiscal year 2012. The Actual Funding Contribution for fiscal year 2011 is \$26,808,037. The Annual Required Contribution for GASB 25 disclosure for fiscal year 2011 is \$29,621,216. The Budget Contribution for fiscal year 2012 is \$30,398,000. The actual 2011 contribution and budgeted 2012 contribution were based on assumptions and methods as adopted by the Board and participant data as of January 1, 2011.

### Reasons for Change in Budget Contribution Calculated by the Actuary

The Budget Contribution calculated by the actuary decreased from \$31,602,000 for fiscal year 2011 to \$30,398,000 for fiscal year 2012. A reconciliation of the decrease of \$1,204,000 is shown in the following table:

Item	Amount
1. 2011 Budget Contribution	\$ 31,602,000
2. Increase / (Decrease) during 2010 due to	
a. Unanticipated liability loss (gain)	\$ (3,532,000)
b. Asset experience other than expected	(803,000)
c. 2010 reimbursable expenses other than assumed	(58,000)
d. 2010 contribution variance other than assumed	(401,000)
e. Full recognition of bases other than assumed	-
f. Decrease due to plan changes	-
g. Total	<u>(4,794,000)</u>
3. 2011 Actual Contribution (1 + 2)	\$ 26,808,000
4. Expected Increase / (Decrease) during 2011 due to	
a. Normal cost and existing amortization schedule	\$ 1,084,000
b. Phase-in of deferred asset (gains) losses	3,403,000
c. Amortization of 2011 reimbursable expenses	277,000
d. Expected contribution variance for 2011	(1,174,000)
e. Full recognition of 2001 reimbursable expenses	-
f. Increase due to plan changes	-
g. Total	<u>3,590,000</u>
5. 2012 Budget Contribution (3 + 4)	\$ 30,398,000

### Summary of Principal Results

Summarized below are the principal financial results for the Employees' Retirement System of the County of Milwaukee based upon the actuarial valuation as of January 1, 2011. Comparable results from the January 1, 2010 valuation are also shown.

Item	January 1, 2011	January 1, 2010
<b>Demographics</b>		
<u>Active Members</u>		
• Number	4,448	4,808
• Average Annual Pay	\$ 49,831	\$ 49,301
<u>Inactive Members</u>		
• Members Receiving Benefits		
• Number	7,441	7,292
• Average Annual Benefit Payment	\$ 19,243	\$ 18,839
• Members With Deferred Benefits		
• Number	1,493	1,659
• Average Annual Benefit Payment	\$ 6,843	\$ 7,087
<b>Actual Funding Contribution</b>		
	<b>(Fiscal Year 2011)</b>	<b>(Fiscal Year 2010)</b>
• Normal Cost with Interest	\$ 19,480,089	\$ 20,736,844
• Net Amortization Payments	<u>7,327,948</u>	<u>6,813,146</u>
• Total Contribution	\$ 26,808,037	\$ 27,549,990
<b>Actuarial Funded Status</b>		
• Accrued Liability	\$ 2,091,926,651	\$ 2,097,332,110
• Actuarial Value of Assets	<u>1,929,427,864</u>	<u>1,956,443,729</u>
• Unfunded Accrued Liability	\$ 162,498,787	\$ 140,888,381
• Funded Ratio	92.2 %	93.3 %

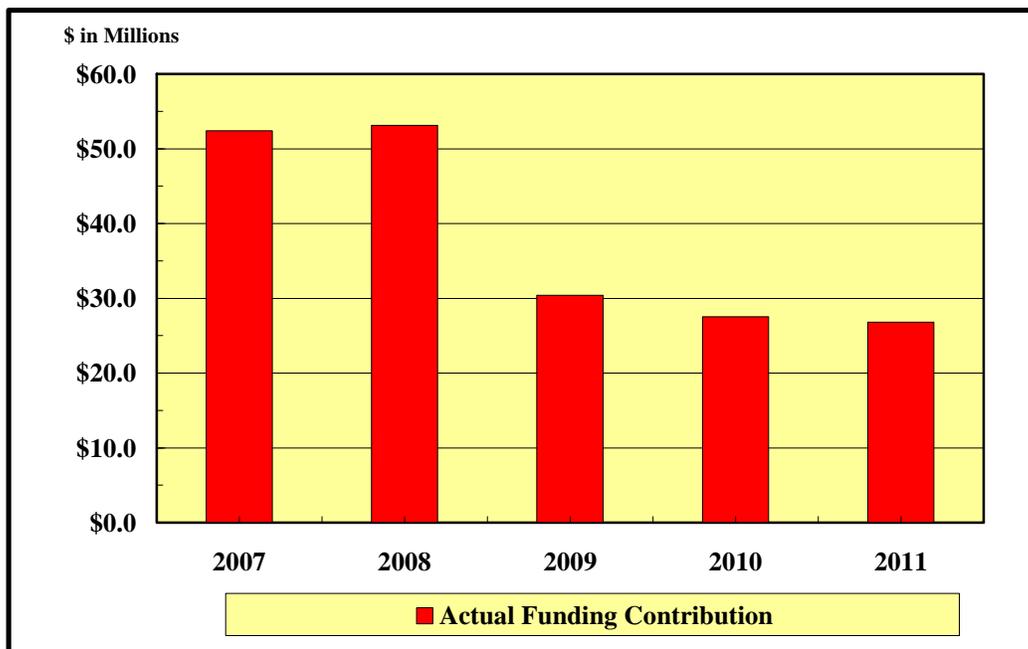
## Five-Year History of Principal Financial Results

### Five-Year History of Contribution Amounts

Valuation as of January 1	Actual Funding Contributions		
	Normal Cost with Interest	Net Amortization Payments	Total
2011	\$ 19,480,089	\$ 7,327,948	\$ 26,808,037
2010	20,736,844	6,813,146	27,549,990
2009	21,395,539	8,959,996	30,355,535
2008	21,012,737	32,050,873	53,063,610
2007	21,189,240	31,206,023	52,395,263

The following chart shows a five-year history of employer contribution amounts:

### Five-Year History of Actual Funding Contributions



## **Funded Ratio**

The financing objective of the System is to:

- Fully fund all current costs based on the normal contribution rate determined under the funding method; and
- Liquidate the unfunded accrued liability based on the amortization schedules as required by the retirement code, i.e., a schedule of 5, 10, or 30 years for each change in the unfunded accrued liability according to Section 3.1.

The total Actual Funding Contribution of \$26,808,037, when taken together with the contributions payable by the members and asset returns, is the amount sufficient to achieve the financing objective for 2011.

The System's total funded ratio on the funding basis is measured by comparing the actuarial value of assets (based on a 5-year moving average market value) with the accrued liability. The accrued liability for pensions is the present value of benefits accumulated to date under the System's funding method and reflects future pay increases for active employees.

On this basis, the System's funded ratio is 92.2% as of January 1, 2011. This funded ratio is based on an actuarial value of assets of \$1,929,427,864 and an accrued liability of \$2,091,926,651.

### **Reasons for Change in the Total Funded Ratio**

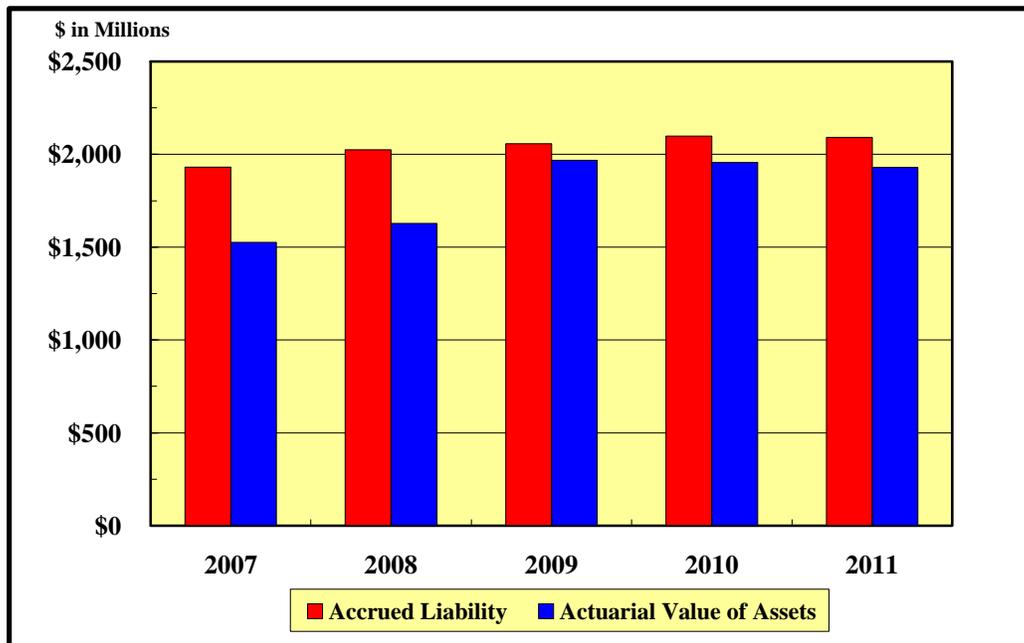
The total funded ratio decreased from 93.3% as of January 1, 2010 to 92.2% as of January 1, 2011. The decrease is due to net recognition of asset losses from calendar years 2008 and 2007. While returns from 2010 were substantially better than the expected return assumption of 8.0%, they were not sufficient to offset losses from these two years. Overall liability experience was somewhat better than expected, which helped offset some of the decrease caused by asset experience.

**Five-Year History of Total Funded Ratio**  
(\$ Amounts in Thousands)

Valuation as of January 1	Accrued Liability	Actuarial Value of Assets	Unfunded Accrued Liability	Funded Ratio
2011	\$ 2,091,927	\$ 1,929,428	\$ 162,499	92.2%
2010	2,097,332	1,956,444	140,888	93.3
2009	2,057,377	1,968,518	88,859	95.7
2008	2,024,923	1,627,288	397,635	80.4
2007	1,931,220	1,525,532	405,688	79.0

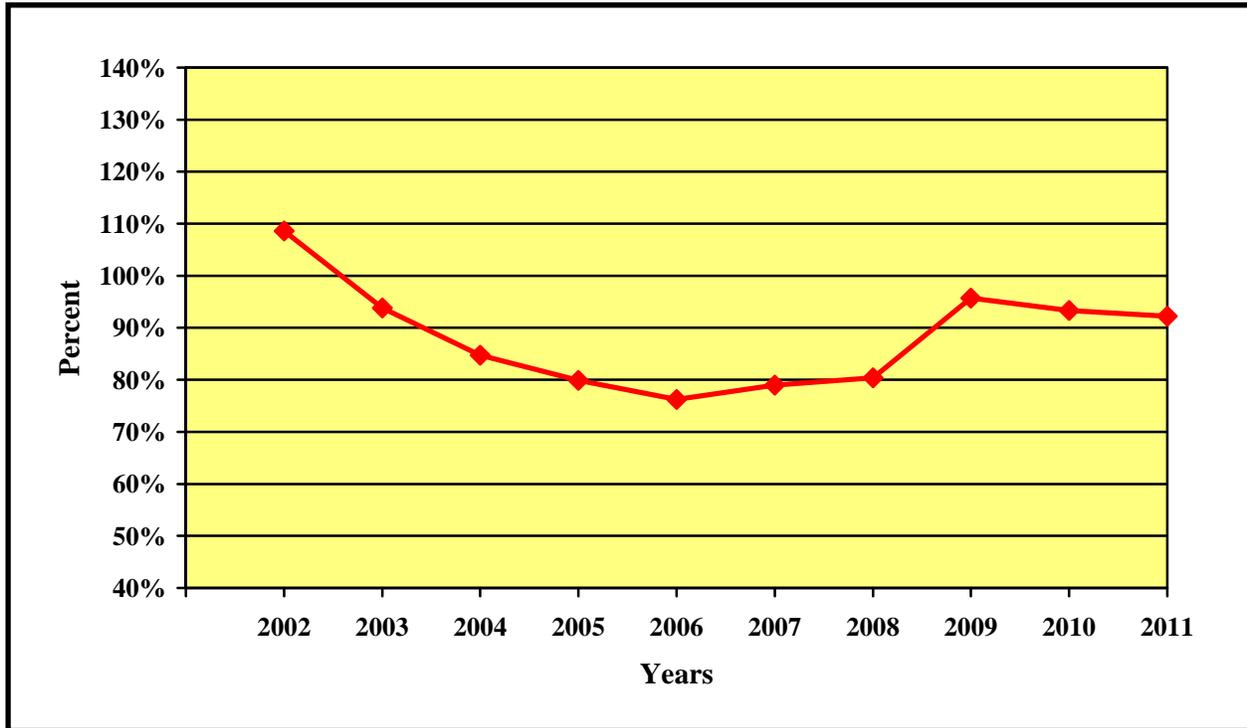
The following chart shows a five-year history of the accrued liability and the actuarial value of assets:

**Five-Year History of Accrued Liability and Actuarial Value of Assets**



The following chart shows a ten-year history of the total funded ratio:

**Ten-Year History of Total Funded Ratio**  
(2002 - 2011)



## **GASB No. 25 Disclosure**

Statement No. 25 of the Governmental Accounting Standards Board established reporting standards for the annual financial reports of defined benefit pension plans. The System complied with Statement No. 25 beginning with the January 1, 1997 valuation. The statement requires disclosure of the “schedule of funding progress” and the “schedule of employer contributions” in the System’s financial statements.

The “schedule of funding progress” shows historical trend information about the System’s actuarial value of assets, the actuarial accrued liability and the unfunded actuarial accrued liability. The actuarial funded ratio is measured by comparing the actuarial value of assets (based on a 5-year moving average market value) with the accrued liability. The accrued liability is the present value of benefits accumulated to date under the System’s funding method and reflects future pay increases for active employees. On this basis, the System’s funded ratio is 92.2% as of January 1, 2011. This funded ratio is based on an actuarial value of assets of \$1,929,427,864 and an accrued liability of \$2,091,926,651.

The “schedule of employer contributions” shows historical trend information about the annual required contribution (ARC) for pensions of the employer and the percentage of the ARC contributed to the System. The ARC is equal to the normal cost for pensions plus amortization of the unfunded actuarial accrued liability for pensions. The maximum period of amortizing the unfunded actuarial accrued liability permitted by GASB No. 25 is 30 years. The maximum amortization period decreased from 40 years to 30 years in 2007. The employer contributions to the System are equal to the normal cost plus a payment towards each change in the unfunded accrued liability, which are amortized over 5, 10 or 30-year periods, depending on the source of the changes. In 2010 and 2011, the ARC was set at the normal cost plus interest plus a thirty year amortization of the unfunded liability. Please refer to page one of this report for more details. The ARC and the actual employer percentage contributed for the six fiscal years ending December 31, 2011 are shown in Table 14.

## Rate of Return

The investment return of the trust fund (i.e. total return including both realized and unrealized gains and losses) for fiscal years 2006 through 2010 is shown in the table below. The return based on the actuarial value of assets used for determining annual contribution rates is also shown.

The rate of return on market value reflects the investment earnings on the market value of assets from the beginning of the fiscal year to the end of the fiscal year. The actuarial assets are the assets recognized for valuation purposes. Actuarial assets are based on a smoothed market value that spreads the difference between the actual and expected return over a period of five years. The rate of return on the actuarial value of assets is a measure of the increase in the actuarial value of assets from the beginning of the fiscal year to the end of the fiscal year. The rates of return shown below have been developed by the actuary for illustrative purposes only. They are based on simplifying assumptions and as such, likely will not exactly match the returns presented by your investment consultants. The reader is encouraged to use the returns developed by the investment consultants.

### Five Year History of Asset Returns

As of 12/31	Asset Values		Estimated Rates of Return		
	Market	Actuarial	Market	Actuarial	Assumed
2010	\$ 1,895,166,843	\$ 1,929,427,864	11.7%	5.5%	8.0%
2009	1,822,539,885	1,956,443,729	20.4%	3.9%	8.0%
2008	1,595,610,970	1,968,518,479	(22.5%)	3.4%	8.0%
2007	1,666,511,165	1,627,287,632	6.3%	13.2%	8.0%
2006	1,658,195,799	1,525,531,519	13.5%	12.6%	8.0%

Compound Rate of Return (five years):      4.7%      7.7%

**TABLE 1****SUMMARY OF RESULTS OF ACTUARIAL VALUATION**

Item	January 1, 2011	January 1, 2010
<b>Participant Data</b>		
1. Number of Participants		
a) Active Participants	4,448	4,808
b) Participants with Deferred Benefits	1,493	1,659
c) Participants Receiving Benefits	7,441	7,292
d) Total	<u>13,382</u>	<u>13,759</u>
2. Annualized Salaries	\$ 221,647,443	\$ 237,040,117
3. Annual Annuities	\$ 143,188,151	\$ 137,374,794
<b>Valuation Results</b>		
4. Present Value of Future Benefits		
a) Active Participants	\$ 770,715,962	\$ 815,159,772
b) Participants with Deferred Benefits	69,435,621	83,526,610
c) Participants Receiving Benefits	1,379,441,317	1,334,975,449
d) Total	<u>\$ 2,219,592,900</u>	<u>\$ 2,233,661,831</u>
5. Present Value of Future Normal Cost	\$ 127,666,249	\$ 136,329,721
6. Actuarial Accrued Liability: (4 - 5)	\$ 2,091,926,651	\$ 2,097,332,110
7. Actuarial Value of Assets	\$ 1,929,427,864	\$ 1,956,443,729
8. Funded Status: (7 / 6)	92.2 %	93.3 %
9. Unfunded Actuarial Accrued Liability: (6 - 7)	\$ 162,498,787	\$ 140,888,381
10. Normal Cost Rate	8.457 %	8.418 %
11. Normal Cost for the Plan Year	\$ 18,744,724	\$ 19,954,037
<b>Actual Funding Contribution and Annual Required Contribution for Fiscal Year *</b>		
12. Actual Funding Contribution Calculated by Actuary		
a) Normal Cost with Interest	\$ 19,480,089	\$ 20,736,844
b) Net Annual Amortization Payments	7,327,948	6,813,146
c) Total Contribution: ((a + b), not less than zero)	<u>\$ 26,808,037</u>	<u>\$ 27,549,990</u>

\* Effective January 1, 2011 Elected Officials and Non-Represented employees will contribute 2% of compensation. For all Non-Represented employees (other than elected officials), the contribution rate would increase to 3% of compensation effective June 12, 2011 and to 4% of compensation effective December 11, 2011.

**TABLE 2**

**SECURITY OF PROMISED BENEFITS  
UNFUNDED ACTUARIAL ACCRUED LIABILITY  
FUNDED STATUS**

Item	January 1, 2011	January 1, 2010
1. Actuarial Accrued Liability		
a. Active Participants		
Retirement Benefits	\$ 602,295,270	\$ 635,099,070
Withdrawal Benefits	28,670,953	30,640,234
Disability Benefits	4,795,519	5,345,006
Death Benefits	<u>7,287,971</u>	<u>7,745,741</u>
Total Active	643,049,713	678,830,051
b. Participants with Deferred Benefits	69,435,621	83,526,610
c. Participants Receiving Benefits	<u>1,379,441,317</u>	<u>1,334,975,449</u>
d. Total All Participants	\$ 2,091,926,651	\$ 2,097,332,110
2. Actuarial Value of Assets	<u>1,929,427,864</u>	<u>1,956,443,729</u>
3. Unfunded Actuarial Accrued Liability (1d - 2)	\$ 162,498,787	\$ 140,888,381
4. Funded Status: (2 / 1d)	92.2%	93.3%

The interest rate used as of January 1, 2011 and January 1, 2010 was 8.00%

**TABLE 3****ACTUARIAL GAIN/(LOSS) FOR PLAN YEAR ENDING**

<b>Item</b>	<b>December 31, 2010</b>	<b>December 31, 2009</b>
1. Actuarial Accrued Liability at the Beginning of the Year	\$ 2,097,332,110	\$ 2,057,376,988
2. Increases/(Decreases) During the Year		
a. Normal Cost for the Year	19,954,037	20,587,867
b. Member Contributions	75,583	131,766
c. Benefit Payments and Refunds	(162,802,590)	(145,345,520)
d. Assumed Interest to End of Year	162,185,516	159,701,025
e. Plan and Assumption Changes*	(227,128)	(1,589,892)
f. Total: (a + b + c + d + e)	<u>19,185,419</u>	<u>33,485,246</u>
3. Expected Liability at the End of the Year: (1 + 2)	2,116,517,529	2,090,862,234
4. Actuarial Accrued Liability at the End of the Year	2,091,926,651	2,097,332,110
<b>5. Liability Gain/(Loss): (3 - 4)</b>	<b>\$ 24,590,878</b>	<b>\$ (6,469,876)</b>
6. Actuarial Value of Assets at the Beginning of the Year	\$ 1,956,443,729	\$ 1,968,518,479
7. Increases/(Decreases) During the Year		
a. County Contributions	32,893,562	59,992,154
b. Member Contributions	75,583	131,766
c. Pension Obligation Bond Proceeds	-	-
d. Benefit Payments and Refunds	(162,802,590)	(145,345,520)
e. Administrative Expenses payable to the County	(1,310,356)	(1,312,156)
f. Assumed Interest to End of Year	<u>150,131,785</u>	<u>152,932,131</u>
g. Total: (a + b + c + d + e + f)	<u>18,987,984</u>	<u>66,398,375</u>
8. Expected Actuarial Assets at the End of the Year	1,975,431,713	2,034,916,854
9. Actuarial Value of Assets at the End of the Year	1,929,427,864	1,956,443,729
<b>10. Actuarial Asset Gain/(Loss): (9 - 8)</b>	<b>\$ (46,003,849)</b>	<b>\$ (78,473,125)</b>
<b>11. Total Gain/(Loss): (5 + 10)</b>	<b>\$ (21,412,971)</b>	<b>\$ (84,943,001)</b>

Effective January 1, 2010, the normal retirement age was increased to age 64 for future hires only for the attorneys, the Machinists, and TEAMCO. The multiplier was decreased from 2.0% to 1.6% for current members' future service and future hires' total service for the attorneys, the Machinists, TEAMCO and Elected Officials effective June 1, 2010, May 1, 2010, June 1, 2010, and October 14, 2010, respectively.

Effective January 1, 2011 Elected Officials and Non-Represented employees will contribute 2% of compensation. For all Non-Represented employees (other than elected officials), the contribution rate would increase to 3% of compensation effective June 12, 2011 and to 4% of compensation effective December 11, 2011.

Note that for purposes of the contribution rates shown in the report, these amounts are gross contribution amounts. It is our understanding that County staff will net out the amount of employee contributions that are collected to arrive at a net County contribution.

**TABLE 4****AMORTIZATION SCHEDULE FOR ACTUAL FUNDING CONTRIBUTION  
FOR 2011 PLAN YEAR**

Type of Payment	Amortization Period				Balances		Payment
	Date Created	Initial Years	Remaining Years	Last Payment	Initial	Outstanding	
<b>1. Charges</b>							
Expense	1/1/2002	10	1	2011	\$ 780,362	\$ 108,847	\$ 117,555
Expense	1/1/2003	10	2	2012	1,017,500	272,332	152,718
Expense	1/1/2004	10	3	2013	1,052,422	405,632	157,398
Reestablished unfunded	1/1/2004	30	23	2033	257,960,162	296,004,947	21,337,449
Expense	1/1/2005	10	4	2014	1,053,714	521,024	157,308
Loss	1/1/2005	30	24	2034	88,729,863	99,424,633	6,991,662
Expense	1/1/2006	10	5	2015	972,805	578,847	144,977
Assumption Change	1/1/2006	30	25	2035	95,861,177	104,717,398	7,195,162
Expense	1/1/2007	10	6	2016	988,048	680,713	147,248
Expense	1/1/2008	10	7	2017	915,868	710,625	136,491
Method Change	1/1/2008	30	27	2037	48,020,858	50,436,723	3,322,669
Expense	1/1/2009	10	8	2018	1,031,291	883,216	153,693
Loss	1/1/2009	30	28	2038	70,007,095	72,415,923	4,680,141
Expense	1/1/2010	10	9	2019	1,312,156	1,221,579	195,550
Loss	1/1/2010	30	29	2039	84,943,001	86,437,369	5,486,610
Expense	1/1/2011	10	10	2020	1,310,356	1,310,356	195,282
Loss	1/1/2011	30	30	2040	21,412,971	21,412,971	1,336,328
Total Charges						\$ 737,543,136	\$ 51,908,241
<b>2. Credits</b>							
Gain	1/1/2006	30	25	2035	\$ 12,975,497	\$ 14,174,248	\$ 973,917
Gain	1/1/2007	30	26	2036	55,348,557	58,954,023	3,963,728
Assumption Change	1/1/2007	30	26	2036	26,558,457	28,288,505	1,901,955
Gain	1/1/2008	30	27	2037	61,342,303	64,428,351	4,244,409
Pension Obligation Bond Proceeds	1/1/2009	30	28	2038	363,950,833	376,473,781	24,330,975
Variance	1/1/2010	5	4	2014	30,784,078	25,536,733	7,710,071
Plan Change	1/1/2010	30	29	2039	1,589,892	1,617,862	102,694
Variance	1/1/2011	5	5	2015	5,343,718	5,343,718	1,338,369
Plan Change	1/1/2011	30	30	2040	227,128	227,128	14,174
Total						\$ 575,044,349	\$ 44,580,292
<b>3. Net Amount (1 - 2)</b>						\$ 162,498,787	\$ 7,327,949

Annual amortization payments of the reestablished unfunded actuarial accrued liability (UAAL), and changes to the UAAL arising from plan changes, assumption changes, and actuarial gains/losses are amortized as a level percentage of payroll, assuming payroll growth of 3.5% per year over a 30-year period.

Administrative expenses incurred by the County related to the System are payable by the System to the County. The County then reimburses the System for this payment on a level dollar basis over 10 years.

The variance between the amount contributed to the System for a plan year, and the actual contribution requirement for that year is amortized on a level dollar basis over 5 years. As the result of the sale of \$397,797,000 in Pension Obligation Bonds, all existing bases at January 1, 2009 arising from variances between amounts contributed to the System and actual contribution requirements were considered fully recognized. This reduced the net outstanding balance of amortizations by \$33,846,167.

The recognized balances have been offset against the proceeds of the sale of the Pension Obligation Bonds.

The remaining amount of \$363,950,833 has been amortized as a level percent of payroll over a period of 30 years.

**TABLE 5**

**DEVELOPMENT OF NORMAL COST  
FOR CURRENT AND PRIOR PLAN YEAR ACTUAL FUNDING CALCULATIONS**

Item	January 1, 2011	January 1, 2010
1. Present Value of Projected Benefits		
a. Active Participants		
Retirement Benefits	\$ 700,898,418	\$ 740,734,535
Withdrawal Benefits	43,597,505	46,450,860
Disability Benefits	16,603,170	17,743,590
Death Benefits	9,616,869	10,230,787
Total Active	770,715,962	815,159,772
b. Participants with Deferred Benefits	69,435,621	83,526,610
c. Participants Receiving Benefits	1,379,441,317	1,334,975,449
d. Total All Participants	2,219,592,900	2,233,661,831
2. Actuarial Value of Assets	1,929,427,864	1,956,443,729
3. Unfunded Actuarial Accrued Liability	162,498,787	140,888,381
4. Present Value of Future Normal Costs (1d - 2 - 3 )	127,666,249	136,329,721
5. Present Value of Future Salaries	1,509,565,199	1,619,552,320
6. Normal Cost Rate: (4 / 5)	8.457%	8.418%
7. Expected Salaries for the Plan Year*	221,647,443	237,040,117
<b>8. Normal Cost for the Plan Year: (6 x 7)</b>	<b>18,744,724</b>	<b>19,954,037</b>

\* Prior-year earnings increased by the salary assumption and limited by the IRS compensation limit for those under the mandatory retirement age.

**TABLE 6**

**CONTRIBUTION REQUIREMENTS – END-OF-YEAR BASIS  
ACTUAL AND BUDGET AMOUNTS FOR CURRENT PLAN YEAR  
BUDGET AMOUNT FOR NEXT PLAN YEAR**

Item	2012 Budget	2011	
		Actual	Budget
1. Normal Cost with Interest	\$ 20,162,000	\$ 19,480,089	\$ 21,463,000
2. Net Annual Amortizations	<u>10,236,000</u>	<u>7,327,948</u>	<u>10,139,000</u>
3. Total Contribution ((1 + 2), not less than zero)	\$ 30,398,000	\$ 26,808,037	\$ 31,602,000

The budgeted contributions shown above for the 2011 and 2012 plan years were estimated based on participant data as of January 1, 2011, and January 1, 2010, respectively.

The actual contribution for the 2011 plan year was determined based on participant data as of January 1, 2011. A contribution of \$29,621,216 satisfies the pension accounting requirements of GASB Statement Nos. 25 and 27.

- Effective January 1, 2010, the normal retirement age was increased to age 64 for future hires only for the attorneys, the Machinists, and TEAMCO. The multiplier was decreased from 2.0% to 1.6% for current members' future service and future hires' total service for the attorneys, the Machinists, TEAMCO and Elected Officials effective June 1, 2010, May 1, 2010, June 1, 2010, and October 14, 2010, respectively.
- Effective January 1, 2011 Elected Officials and Non-Represented employees will contribute 2% of compensation. For all Non-Represented employees (other than elected officials), the contribution rate would increase to 3% of compensation effective June 12, 2011 and to 4% of compensation effective December 11, 2011.

Note that for purposes of the contribution rates shown in the report, these amounts are gross contribution amounts. It is our understanding that County staff will net out the amount of employee contributions that are collected to arrive at a net County contribution.

**TABLE 7****SUMMARY STATEMENT OF MARKET VALUE OF PLAN ASSETS**

<b>Asset Category</b>	<b>December 31, 2010</b>	<b>December 31, 2009</b>
1. Cash and Cash Equivalents	\$ 62,074,448	\$ 327,962,071
2. Investments at Fair Value		
a. Domestic common and preferred stocks	\$ 443,312,312	\$ 397,736,153
b. Futures Contracts	258,362	(102,047)
c. Corporate bonds	347,665,724	514,876,896
d. International common and preferred stocks	351,785,721	345,155,240
e. Federal agency and mortgage-backed certificates	116,571,497	68,791,936
f. International fixed income	10,814,665	24,433,194
g. U.S. Government and state obligations	78,257,732	53,047,974
h. Real estate investment trusts	95,306,754	42,241,529
i. Long/Short Hedge Funds	190,166,445	-
j. Infrastructure	129,471,845	-
k. Venture capital	25,101,387	22,205,660
l. Total Investments	1,788,712,444	1,468,386,535
3. Contributions Receivable for OBRA and ERS	33,675,846	31,646,905
4. (Payable) to OBRA Pension Plan	(1,402,225)	(1,038,607)
6. Net All Other Receivables (Liabilities)	12,106,330	(4,417,019)
7. Net Assets Held in Trust for ERS Pension Benefits (1 + 2l + 3 + 4 + 5 + 6)	\$ 1,895,166,843	\$ 1,822,539,885

**TABLE 8****SUMMARY RECONCILIATION OF MARKET VALUE OF PLAN ASSETS**

Item	For Year Ending December 31, 2010	For Year Ending December 31, 2009
1. Market Value of Assets at the Beginning of the Year	\$ 1,822,539,885	\$ 1,595,610,970
2. Contributions for Plan Year		
a. County	\$ 32,893,562	\$ 59,992,154
b. Member	75,583	131,766
c. Total	32,969,145	60,123,920
3. Disbursements for Plan Year		
a. Benefit payments and refunds	\$ 162,802,590	\$ 145,345,520
b. Administrative expenses payable to County	1,310,356	1,312,156
c. Total	164,112,946	146,657,676
4. Proceeds of Pension Obligation Bonds	-	-
5. Market Value of Assets at the End of the Year	1,895,166,843	1,822,539,885
6. Net Investment Income * (5 - 1 - 2c + 3c - 4)	203,770,759	313,462,671
7. Expected Net Investment Income (8.00% per annum)	139,419,478	123,099,531
8. Gain (Loss) on Market Value of Assets (6 - 7)	64,351,281	190,363,140
9. Estimated Rate of Return	11.7%	20.4%

\* Net Investment Income is the change in the value of assets for reasons other than contributions and disbursements.

**TABLE 9****DERIVATION OF ACTUARIAL VALUE OF PLAN ASSETS  
AS OF DECEMBER 31, 2010**

1. Market Value of Assets as of December 31, 2010				\$ 1,895,166,843
2. Determination of Deferred Gain (Loss)				
Year	Gain/(Loss)	Percentage Deferred	Amount Deferred	
2010	\$ 64,351,281	80%	\$ 51,481,024	
2009	190,363,140	60%	114,217,884	
2008	(486,133,267)	40%	(194,453,307)	
2007	(27,533,110)	20%	(5,506,622)	
2006	82,494,242	0%	-	
Total				(34,261,021)
3. Actuarial Value of Assets (1 - 2)				\$ 1,929,427,864

**TABLE 10**

**SUMMARY RECONCILIATION OF ACTUARIAL VALUE OF PLAN ASSETS  
AS OF DECEMBER 31, 2010**

Item	For Year Ending December 31, 2010	For Year Ending December 31, 2009
1. Actuarial Value of Assets at the Beginning of the year	\$ 1,956,443,729	\$ 1,968,518,479
2. Contributions for Plan Year		
a. County	\$ 32,893,562	\$ 59,992,154
b. Member	75,583	131,766
c. Total	32,969,145	60,123,920
3. Disbursements for Plan Year		
a. Benefit payments and refunds	\$ 162,802,590	\$ 145,345,520
b. Administrative expenses payable to County	1,310,356	1,312,156
c. Total	164,112,946	146,657,676
4. Proceeds of Pension Obligation Bonds	-	-
5. Actuarial Value of Assets at the End of the Year	1,929,427,864	1,956,443,729
6. Net Investment Income * (5 - 1 - 2c + 3c - 4)	104,127,936	74,459,006
7. Expected Net Investment Income (8.00% per annum)	150,131,785	152,932,131
8. Gain (Loss) on Actuarial Value of Assets (6 - 7)	(46,003,849)	(78,473,125)
9. Estimated Rate of Return	5.5%	3.9%

\* Net Investment Income is the change in the value of assets for reasons other than contributions and disbursements.

**TABLE 11**  
**CONTRIBUTIONS FOR 2010 PLAN YEAR**  
**AND VARIANCE FROM THE FUNDING CALCULATION CONTRIBUTION**

Item				Amount
1. Total Funding Calculation, End-of-Year Basis, for 2010 Plan Year (from January 1, 2010 actuarial valuation report)				\$ 27,549,990
2. Total Contributions Made, End-of-Year Basis				
Contribution Made	Fraction of a Year Invested	Contribution Amount	Interest to Year End*	End of Year Amount
Bi-weekly	50.0%	\$ 6,174	\$ 146	\$ 3,862
2/18/2011	150.4%	4,000,000	-	4,000,000
3/15/2011	0.0%	4,000,000	-	4,000,000
4/15/2011	0.0%	4,914,000	-	4,914,000
5/16/2011	0.0%	6,000,000	-	6,000,000
6/15/2011	0.0%	10,370,763	-	10,370,763
7/15/2011	0.0%	3,605,083	-	3,605,083
Total		\$ 32,896,020	\$ 146	\$ 32,893,708
3. Variance from Actual Funding Contribution Amount** (2 - 1)				\$ 5,343,718

\* Interest to 12/31/2010 at 8.00% per annum

\*\* Variance will be amortized on a level dollar basis over five years.

Note that for purposes of the contribution rates shown in the report, these amounts are gross contribution amounts. It is our understanding that County staff will net out the amount of employee contributions that are collected to arrive at a net County contribution.

**TABLE 12****GASB NOS. 25 AND 27 DISCLOSURE INFORMATION  
FOR CURRENT AND PRIOR PLAN YEAR****Equivalent Single Amortization Period**

<b>Item</b>	<b>January 1, 2011</b>	<b>January 1, 2010</b>
1. Covered Payroll	\$ 221,647,443	\$ 237,040,117
2. Unfunded Amount	162,498,787	140,888,381
3. Amortization Payment	7,327,948	6,813,146
4. Payment as a Level Percentage of Payroll (3 / 1)	3.31%	2.87%
5. Weighted Average Amortization Period (2 / 3)	22.18	20.68
6. Equivalent Single Amortization Period (Nearest Whole Year)	145	63

**Net Pension Obligation**

<b>Item</b>	<b>January 1, 2011</b>	<b>January 1, 2010</b>
1. Annual Required Contribution (ARC)	\$ 29,621,216	\$ 29,529,322
2. Interest on Net Pension Obligation	(32,346,284)	(31,648,580)
3. Adjustment to ARC	<u>25,233,095</u>	<u>24,688,821</u>
4. Annual Pension Cost (APC)	22,508,027	22,569,563
5. Contributions made*	<u>(31,494,090)</u>	<u>(31,290,863)</u>
6. Increase (Decrease) in Net Pension Obligation	(8,986,063)	(8,721,300)
7. Net Pension Obligation at Beginning of Year	<u>(404,328,551)</u>	<u>(395,607,251)</u>
8. Net Pension Obligation at End of Year**	(413,314,614)	(404,328,551)
9. Percent of APC Contributed	139.92%	138.64%

\* Contributions for 2011 are estimated based on the County budget

\*\* NPO at December 31, 2011 is estimated based on expected contributions to be made for the year

**TABLE 13**

**REQUIRED SUPPLEMENTARY INFORMATION  
SCHEDULE OF FUNDING PROGRESS**

(\$ Amounts in Thousands)

<b>Actuarial Valuation Date</b>	<b>Actuarial Value of Assets (a)</b>	<b>Actuarial Accrued Liability (b)</b>	<b>Funded Ratio (a / b)</b>	<b>(Overfunded) Unfunded Actuarial Accrued Liability (b - a)</b>	<b>Covered Payroll (c)</b>	<b>(Overfunded) Unfunded as a Percentage of Covered Payroll [(b - a) / c]</b>
1/1/2011	\$ 1,929,428	\$ 2,091,927	92.2%	\$ 162,499	\$ 221,647	73.3%
1/1/2010	1,956,444	2,097,332	93.3%	140,888	237,040	59.4%
1/1/2009	1,968,518	2,057,377	95.7%	88,859	233,820	38.0%
1/1/2008	1,627,288	2,024,923	80.4%	397,635	227,364	174.9%
1/1/2007	1,525,532	1,931,220	79.0%	405,688	223,005	181.9%

**TABLE 14**

**SCHEDULE OF EMPLOYER CONTRIBUTIONS  
GASB STATEMENT NO. 25 DISCLOSURE**

<b>Fiscal Year Ended December 31</b>	<b>Annual Required Contribution</b>	<b>Percentage Contributed</b>
2011	\$ 29,621,216	106.3 % *
2010	29,529,322	106.0
2009	30,355,535	1508.1
2008	53,063,610	65.7
2007	52,395,263	94.1
2006	52,638,196	52.1

The information presented above was determined as part of the actuarial valuation as of the dates indicated (i.e., the contribution determined by the valuation completed as of January 1, 2010 was contributed in the fiscal year ending December 31, 2010).

Additional information as of the latest actuarial valuation follows:

Valuation Date:	01/01/2011
Actuarial Cost Method:	Aggregate Entry Age Normal
Amortization Method:	Level percent of payroll, closed
Remaining Amortization Period:	5-30 Years
Asset Valuation Method:	5-year smoothed market

Actuarial Assumptions:

- Investment Rate of Return	8.00%
- Payroll Growth	3.50%

\* Contributions for 2011 are estimated based on the County budget

\* POB Proceeds not subject to contribution variance. Outstanding contribution variances as of January 1, 2009 were offset against POB Proceeds.

**TABLE 15****DESCRIPTION OF ACTUARIAL ASSUMPTIONS AND METHODS****ASSUMPTIONS**

**Interest Rate:** 8.0% per annum, compounded annually. The components are 3.0% for inflation and 5.0% for the real rate of return.

**Separation From Service:** Illustrative rates of assumed separation from service are shown in the following tables.

**Annual Rates per 100 Participants**

<b>Mortality*</b>				
<b>Attained Age</b>	<b>Healthy Pensioners</b>		<b>Disabled Pensioners</b>	
	<b>Males</b>	<b>Females</b>	<b>Males</b>	<b>Females</b>
45	0.13	0.11	2.26	0.75
50	0.19	0.19	2.90	1.15
55	0.31	0.38	3.54	1.65
60	0.59	0.76	4.20	2.18
65	1.11	1.26	5.02	2.80
70	1.86	1.96	6.26	3.76
75	2.87	3.40	8.21	5.22
80	5.03	5.86	10.94	7.23
85	8.61	10.72	14.16	10.02

\* Healthy pensioners: The sex-distinct UP-1994 Mortality Table projected to 2010, set back 1 year for males and set forward 4 years for females.

Active members: 70% of the rates applicable to healthy pensioners.

Disabled pensioners: RP2000 Disabled Mortality Table.

**TABLE 15**

**DESCRIPTION OF ACTUARIAL ASSUMPTIONS AND METHODS**  
(Continued)

**Annual Rates per 100 Participants**

Attained Age	Withdrawal – Ultimate			Disability
	General Employees	Elected Officials*	Deputy Sheriffs	
20	10.00	2.00	13.50	0.00
25	9.40	2.00	11.70	0.04
30	9.00	2.00	6.90	0.07
35	6.60	2.00	3.60	0.12
40	4.70	2.00	2.40	0.19
45	3.75	2.00	2.00	0.22
50	2.95	2.00	2.00	0.22
55	2.30	2.00	2.00	0.22
60	0.00	0.00	0.00	0.22
65	0.00	0.00	0.00	0.22

\* Select rates for elected officials assume no turnover for first four years.

**Annual Rates per 100 Participants**

Attained Age	Withdrawal – Select Rates by Year of Employment				
	General Employees				
	0	1	2	3	4
20	36.0	25.0	25.0	15.0	12.5
25	31.2	23.4	20.4	15.0	11.9
30	27.1	22.4	16.8	13.2	9.1
35	24.7	21.4	14.8	11.4	7.2
40	22.3	19.2	14.0	10.4	6.7
45	21.5	16.8	14.0	10.0	5.9
50	21.5	14.8	14.0	10.0	7.6
55	21.5	14.0	14.0	10.0	9.0

**TABLE 15**

**DESCRIPTION OF ACTUARIAL ASSUMPTIONS AND METHODS**  
(Continued)

**Annual Rates per 100 Participants**

<b>Retirement Rates</b>				
<b>Attained Age</b>	<b>General Employees (backdrop eligible)</b>	<b>General Employees (not backdrop eligible)</b>	<b>Elected Officials</b>	<b>Deputy Sheriffs</b>
45-49	19.8	0.0	0.0	26.0
50-54	19.8	7.0	0.0	31.0
55	19.8	15.0	19.8	16.0
56	19.8	15.0	19.8	40.0
57	23.0	15.0	23.0	40.0
58	20.4	15.0	20.4	40.0
59	24.8	15.0	24.8	40.0
60	19.4	20.0	19.4	40.0
61	22.5	20.0	22.5	75.0
62	28.4	20.0	28.4	80.0
63	26.6	20.0	26.6	50.0
64	24.3	25.0	24.3	50.0
65	30.4	30.0	30.4	100.0
66	22.5	30.0	22.5	100.0
67	25.7	30.0	25.7	100.0
68	34.2	30.0	34.2	100.0
69	36.0	30.0	36.0	100.0
70	100.0	100.0	100.0	100.0

**TABLE 15**

**DESCRIPTION OF ACTUARIAL ASSUMPTIONS AND METHODS**  
(Continued)

**Salary Increase:** Effective average of 4.5% per annum, compounded annually. Representative values are as follows:

**Annual Rate of Salary Increase**

<b>Age</b>	<b>General Employees</b>	<b>Elected Officials</b>	<b>Deputy Sheriffs</b>
20	10.0%	3.5%	9.5%
25	8.2	3.5	9.2
30	5.8	3.5	8.4
35	5.0	3.5	7.4
40	4.6	3.5	5.7
45	4.0	3.5	4.3
50	3.3	3.5	3.4
55	3.0	3.5	3.0
60	3.0	3.5	3.0
Average	3.9	3.5	6.1

**Payroll Growth:** 3.5% per annum.

**MISCELLANEOUS**

**Percentage Married/Age Difference:** Male 80%, female 80%. Beneficiaries are assumed to be the same age as the participant.

**Percentage Married with at Least One Dependent Child:** 21.6% for General Employees, 43.2% for Deputy Sheriffs and Elected Officials. For those who die prior to age 60, it is assumed at least one child will remain a dependent until the member would have turned age 60.

**Backdrop Rate:** 75% of eligible retirees are assumed to elect a backdrop. Of those electing, 75% are assumed to take the maximum period available to them and 25% take half the maximum period available based on eligibility for an unreduced retirement benefit.

**Assumed Type of Disability:** For represented employees the assumption is 10% Ordinary and 90% Accidental and for non-represented employees, the assumption is 95% Ordinary and 5% Accidental.

**TABLE 15****DESCRIPTION OF ACTUARIAL ASSUMPTIONS AND METHODS**

(Continued)

**METHODS**

**Calculations:** The actuarial calculations were performed by qualified actuaries in accordance with accepted actuarial procedures, based on the current provisions of the retirement system, and on actuarial assumptions that are internally consistent and reasonably based on the actual experience of the System.

**Actuarial Cost Method:** Liabilities and contributions shown in this report are computed using the Aggregate Entry Age Normal Cost Method. The outstanding balance of the unfunded actuarial accrued liability (UAAL) as of January 1, 2004 and any changes to the UAAL arising from plan changes, assumption changes, and actuarial gains/losses are amortized as a level percentage of payroll over a 30-year period.

Administrative expenses incurred by the County related to the System are payable by the System to the County. The County then reimburses the System for this payment on a level dollar basis over 10 years.

The variance between the amount contributed to the System for a plan year, and the actual contribution requirement for that year is amortized on a level dollar basis over 5 years. POB proceeds were not subject to the contribution variance requirements.

**Asset Valuation Method:** A five-year moving market average value of assets that recognizes the actuarial expected investment return immediately and spreads the difference between the actual and expected return over a period of five years.

**DATA**

**Census and Assets:** The valuation was based on members of the System as of January 1, 2011 and does not take into account future members. All census data was supplied by the System and was subject to reasonable consistency checks. Asset data was supplied by the System.

**TABLE 16****SUMMARY OF BENEFIT AND CONTRIBUTION PROVISIONS****MEMBERSHIP**

Any person regularly employed by the County at an annual wage or salary, including any person employed by the State of Wisconsin, but receiving part of his compensation from the County.

**VESTING SERVICE**

Service during period of employment in the County or in any department in any town, village, city or metropolitan sewerage commission in the County, which department has by consolidation or merger been absorbed by the County.

Creditable service shall consist of “prior service”, “military service”, and “membership service”, for which service credit is allowable under Section 4, Chapter 201, Laws of 1937, as well as service under Executive Order 11231, July 8, 1965, for Vietnam. Additional credit for periods of military service will be earned in accordance with the following chart:

Years of Service with Milwaukee County	Maximum Years of Military Service Granted
0-4	0
5-9	1
10-14	2
15-19	3
20+	4

**BENEFIT SERVICE**

Same as vesting service except service prior to becoming a participant does not count.

**EARNINGS**

Earnable compensation is the full rate of compensation payable to member if he worked the full normal working time for his position, including authorized overtime payments and the compensation rate assumed to have been received while the member is on authorized leave of absence. In cases where compensation includes maintenance, the Pension Board shall fix the value of that part of the compensation not payable in

**TABLE 16****SUMMARY OF BENEFIT AND CONTRIBUTION PROVISIONS**

(Continued)

money. Compensation shall not exceed \$245,000 in the pension calculation as indexed for changes in the cost of living.

For all members except certain deputy sheriffs hired on or after January 1, 1982, the final average salary means the average annual salary for the highest three (3) consecutive years of service. For deputy sheriffs hired on or after January 1, 1982, excluding DA Investigators and non-represented deputy sheriffs, the final average salary means the average annual salary for the highest five (5) consecutive years of service. For DA Investigators and non-represented deputy sheriffs hired before July 1, 1995 and all non-deputy sheriff members hired before January 1, 1982, the final average salary is increased 7.5% for each year worked after January 1, 2001 to a maximum of 25%.

**VOLUNTARY  
EMPLOYEE  
CONTRIBUTION**

Up to 10% of earnings, provided that the employee was contributing on January 1, 1971.

**MANDATORY  
EMPLOYEE  
CONTRIBUTION**

Effective January 1, 2011 Elected Officials and Non-Represented employees will contribute 2% of compensation. For all Non-Represented employees (other than elected officials), the contribution rate would increase to 3% of compensation effective June 12, 2011 and to 4% of compensation effective December 11, 2011.

**BENEFITS**

Normal Retirement

Eligibility

Elected Officials:

Age 60, or age 55 with 30 years of service. For elected officials hired before January 1, 2006, the combination of age and service adding up to 75 (Rule of 75) also applies.

**TABLE 16****SUMMARY OF BENEFIT AND CONTRIBUTION PROVISIONS**

(Continued)

General Employees:

For firefighters, Federated Nurses, and Machinists:

Age 60 with 5 years of service, or age 55 with 30 years of service. For firefighters hired before December 1, 1996, Federated Nurses hired before January 1, 1997, and Machinists hired before January 1, 1994, Rule of 75 also applies.

For Attorneys, Skilled Trades, non-represented employees, DC48, and Teamco:

Age 60, or age 55 with 30 years of service. For attorneys, Skilled Trades, and non-represented employees hired before January 1, 2006 and DC48 and Teamco hired before January 1, 1994, Rule of 75 also applies.

For non-represented employees (excluding Elected Officials, Deputy Sheriffs), attorneys, machinists and TEAMCO hired after January 1, 2010, retirement age is 64.

Deputy Sheriffs:

Age 57, or age 55 with 15 years of service. For deputy sheriffs, DA Investigators, and non-represented deputy sheriffs hired before January 1, 1994, Rule of 75 also applies.

Amount

Elected Officials:

For elected officials hired before March 15, 2002, 2.5% of final average salary per year of service before October 14, 2010 and 1.6% of final average salary per year of service thereafter, not greater than 80%. For elected officials hired on or after March 15, 2002, 2.0% of final average salary per year of service before October 14, 2010 and 1.6% of final average salary per year of service thereafter, not greater than 80%.

General Employees:

2.0% of final average salary per year of service, not greater than 80%. For non-represented employees (excluding Elected Officials and Deputy Sheriffs), 1.6% of final average salary per year of service from January 1, 2010; for attorneys and

**TABLE 16****SUMMARY OF BENEFIT AND CONTRIBUTION PROVISIONS**

(Continued)

TEAMCO, the 1.6% provision is effective May 1, 2010; for machinists, June 1, 2010.

Deputy Sheriffs:

For deputy sheriffs hired before July 1, 1995 and DA Investigators and non-represented deputy sheriffs, 2.5% of final average salary per year of service, not greater than 80%.  
For deputy sheriffs hired on or after July 1, 1995, 2.0% of final average salary per year of service, not greater than 80%.

For all members, 1.6% of final average salary per year of service after 80% of final average salary has been reached.

In addition to the pension portion, the benefit includes any voluntary contribution balance. Benefits should not be less than under previous system.

Early Retirement

Eligibility	Age 55 with 15 years of service.
Amount	Benefits reduced by 5/12 of 1% for each month by which commencement of payments precedes Normal Retirement Age. For deputy sheriffs, DA Investigators, and non-represented deputy sheriffs, benefit reduction does not apply.

Ordinary Disability Benefit

Eligibility	After 15 years of service.
Amount	Benefits calculated as for normal retirement benefits. Minimum benefit is 25% of final average salary.

Accidental Disability Benefit

Eligibility	Immediate.
Amount	Benefits are the same as normal retirement benefits if the employee has attained the minimum Normal Retirement Age. If less than Normal Retirement Age at time of disability, the benefit is computed the same as for normal retirement but is not less than 75% or 60% of final average salary.

**TABLE 16****SUMMARY OF BENEFIT AND CONTRIBUTION PROVISIONS**

(Continued)

Elected Officials

For elected officials hired before February 19, 1987, the benefit is not less than 75% of final average salary. For all other elected officials, the benefit is not less than 60% of final average salary.

General Employees

For non-represented employees hired before February 19, 1987, attorneys hired on or after January 1, 1987, Skilled Trades hired before October 30, 1987, Federated Nurses hired before January 1, 1987, Machinists hired before May 18, 1988, DC48 hired before July 24, 1987, and Teamco hired before January 12, 1988, the benefit is not less than 75% of final average salary. For all other general employees, the benefit is not less than 60% of final average salary.

Deputy Sheriffs

For all deputy sheriffs, the benefit is not less than 75% of final average salary. For DA Investigators and non-represented deputy sheriffs hired on or after February 19, 1987, the benefit is not less than 60% of final average salary.

Ordinary Death Benefit

Upon the death of a deputy sheriff in active service for any cause other than accidental, the surviving spouse or child shall be entitled to receive the benefit under the provision of survivor benefits if the deceased member has completed at least one (1) year of service and is not eligible for normal retirement.

Accidental Death Benefit

Upon the death of a deputy sheriff caused by an accident in active duty, a survivorship benefit equal to fifty (50) percent of final average salary shall be granted to the following members:

- 1) A surviving spouse for life or until remarriage, or
- 2) If there is no spouse or spouse dies or remarries before the youngest child has attained age 18, the benefit is payable to his child(ren) under age 18 until the youngest child attains said age, or

**TABLE 16****SUMMARY OF BENEFIT AND CONTRIBUTION PROVISIONS**

(Continued)

- 3) If there is no spouse or child(ren) under age 18, the benefit is payable to his dependent father or mother to continue for life.

The monthly benefit aforementioned shall not be less than the benefit under ordinary death benefit section if death had not occurred in performance of duty.

**Lump Sum Benefit Upon Death**

Upon a death of members, a lump sum benefit of one-half the final average salary of the deceased member, not greater than two thousand dollars (\$2,000) shall be paid to designated beneficiary if such member has completed one (1) year of service and no survivors' benefits payable under any other survivorship benefits.

**Deferred Vested Benefit**

Upon termination of employment, a member who does not elect to withdraw any part of his membership account shall be eligible for a deferred vested benefit if:

- 1) The accrued benefit at age 60 is at least \$10 per month
- 2) 5 years of service

The benefit is computed the same as for a normal retirement benefit considering earnings and service prior to date of termination.

**Survivor Benefit**

Upon the death of a member prior to age 60 and after completing at least one (1) year of service, a monthly benefit equal to 40% of the member's salary for the year of his death less monthly survivor benefits payable under the Social Security law shall be payable to his surviving spouse if she has at least one dependent child and was married to the member at least one (1) year prior to his death. Upon attainment of age 60 the dependent spouse shall be paid a benefit equal to 50% of the normal pension which the member would have received assuming service had continued to accrue to age 60 and the final average salary determined at death. In addition, a monthly benefit equal to 10% of the member's monthly salary less the benefits payable to child under Social Security law shall be payable to each eligible children until he attains age 18 or marries, or until attainment of age 22 if he is a student and not married.

**TABLE 16****SUMMARY OF BENEFIT AND CONTRIBUTION PROVISIONS**

(Continued)

Any member eligible for normal retirement may elect the protective survivorship option by selecting option 2 or 3 under the Optional Benefit section. This survivorship option shall become effective at the death of the member. If any member eligible to elect an option shall die in active service, without selecting an option, his surviving spouse shall be paid a survivorship benefit equal to the amount that would have been payable if such member had retired under option 3 immediately prior to his death.

Optional Benefit

In lieu of the full retirement benefit, any member at retirement may elect to receive an actuarial equivalent reduced retirement benefit in accordance with the following options:

- Option 1. In case of death before benefits attributable to his mandatory account have equaled the amount of his membership account at the date of retirement, the balance shall be paid to a designated beneficiary or to his estate; or
- Option 2. At the death of the member, one-half of the reduced benefit shall be continued throughout the life of designated beneficiary; or
- Option 3. At the death of the member, the same reduced benefit shall be continued throughout the life of designated beneficiary.

Other Benefits

Simple COLA	2% of original benefit increase per year to retired employees (surviving beneficiary receives proportionate amount based on survivorship percentage).
Contribution Refund	Refund of employee voluntary contribution upon severance.
Backdrop Benefit	Employee may opt to receive a monthly benefit earned as of a specific date in the past (backdrop date). The backdrop date may not be prior to the earliest date that the member was eligible to retire and shall not be less than one (1) year prior to the date the member leaves active County service. Employee receives a cash payment equal to monthly benefits that would have been paid between backdrop date and actual retirement date plus interested earned.

**TABLE 16**

**SUMMARY OF BENEFIT AND CONTRIBUTION PROVISIONS**

(Continued)

Members not eligible for backdrop benefits are Elected Officials, non-represented employees and deputy sheriffs hired on or after March 15, 2002, Machinists and Teamco hired on or after November 4, 2005, Attorneys hired on or after January 1, 2006, Federated Nurses hired on or after December 15, 2005, Firefighters hired on or after June 19, 2007 and DC48 hired on or after February 1, 2007.

**TABLE 17****SUMMARY OF MEMBERSHIP DATA  
AS OF JANUARY 1, 2011**

<b>Item</b>	<b>General Employees</b>	<b>Deputy Sheriffs *</b>	<b>Elected Officials</b>	<b>Total</b>
Number of Participants	4,005	423	20	4,448
Average Annual Salaries **	\$ 48,306	\$ 63,591	\$ 64,142	\$ 49,831
Average Age	46.7	43.5	53.1	46.4
Average Service	12.2	15.8	11.3	12.5

\* Includes 18 non-represented deputy sheriffs.

\*\* The salaries shown in the table above represent a rate of pay increased by the salary assumption.

**Inactive Participants**

<b>Item</b>	<b>Number</b>	<b>Annual Annuities</b>	<b>Average Annuities</b>	<b>Average Age</b>
Participants with Deferred Benefits *	1,493	\$ 10,216,426	\$ 6,843	51.8
Retired Participants	6,397	127,867,302	19,989	71.0
Beneficiaries	797	10,645,272	13,357	76.3
Disability Retirees	<u>247</u>	<u>4,675,577</u>	<u>18,929</u>	<u>64.0</u>
Total	8,934	\$ 153,404,577	\$ 17,171	68.1

\* Includes 1,651 deferred vested participants and 8 beneficiaries in deferred status.

**TABLE 18****ACTIVE MEMBERSHIP STATISTICS (UNAUDITED)**

	<b><u>2010</u></b>
Members as of January 1	6,467 *
Changes during the year:	
New enrollments	266
Nonvested terminations	(210)
Retirements	(344)
Deaths in active service	(4)
New deferred beneficiaries	0
Data Adjustment	(234)
Members as of December 31	<u><u>5,941</u></u> *

\*This total includes vested inactive members.

**RETIREMENTS AND SURVIVORS (UNAUDITED)**

	Retirements granted								Survivors & Benefi- ciaries	Total
	Maxi- mum Pension	Options								
		Refund	100%	75%	50%	25%	10-yr	Other		
January 1, 2010	2,937	514	1,244	197	1,088	328	137	54	793	7,292
Changes during the year:										
Adjustments (actuary) *	(18)	2	5	4	12	6	11	(3)	(20)	(1)
Retirements	194	1	57	10	38	38	20	-	26	384
Pensioner deaths	(103)	(43)	(40)	(1)	(43)	(2)	(1)	(1)	-	(234)
December 31, 2010	3,010	474	1,266	210	1,095	370	167	50	799	7,441

\* Adjustments as a result of reclassifications made to beginning balances by the actuary:

**EXHIBIT I****ACTIVE MEMBERSHIP DATA – ALL EMPLOYEES****NUMBER AND AVERAGE ANNUAL SALARY\*  
AS OF JANUARY 1, 2011**

Age	Years of Service									Total
	0-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40+	
<b>Under 25</b>	56 \$35,253									56 \$35,253
<b>25-29</b>	204 \$36,078	32 \$40,257								236 \$36,645
<b>30-34</b>	221 \$38,980	138 \$45,831	33 \$46,578							392 \$42,031
<b>35-39</b>	181 \$44,987	135 \$44,277	163 \$50,312	21 \$58,572						500 \$47,102
<b>40-44</b>	146 \$42,643	149 \$47,681	198 \$52,530	130 \$57,240	34 \$50,046	3				660 \$50,061
<b>45-49</b>	109 \$45,310	96 \$47,586	107 \$47,609	159 \$52,850	160 \$54,194	38 \$56,905	2			671 \$50,609
<b>50-54</b>	105 \$39,655	106 \$52,940	122 \$51,708	171 \$53,606	217 \$55,841	98 \$54,820	18			837 \$52,328
<b>55-59</b>	80 \$51,552	65 \$45,661	85 \$48,968	139 \$52,288	159 \$57,147	74 \$63,915	47 \$58,842	14		663 \$54,173
<b>60-64</b>	45 \$43,849	56 \$55,103	53 \$54,704	68 \$54,567	74 \$59,562	33 \$63,433	26 \$74,428	11		366 \$56,635
<b>Over 64</b>	6	8	13	14	15	4	5	2		67 \$ 53,067
<b>Total</b>	1,153 \$41,451	785 \$47,563	774 \$50,709	702 \$53,964	659 \$56,042	250 \$58,946	98 \$62,854	27 \$57,676		4,448 \$49,831

\* Compensation in cells with fewer than 20 records has been suppressed.

**EXHIBIT II****ACTIVE MEMBERSHIP DATA – GENERAL EMPLOYEES****NUMBER AND AVERAGE ANNUAL SALARY\*  
AS OF JANUARY 1, 2011**

Age	Years of Service									Total
	0-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40+	
<b>Under 25</b>	56 \$35,253									56 \$35,253
<b>25-29</b>	204 \$36,078	32 \$40,257								236 \$36,645
<b>30-34</b>	219 \$38,384	116 \$43,258	23 \$41,592							358 \$40,169
<b>35-39</b>	176 \$44,472	123 \$43,117	109 \$44,971	7						415 \$44,219
<b>40-44</b>	144 \$42,452	135 \$46,589	145 \$48,901	64 \$48,842	33 \$49,635	3				524 \$46,609
<b>45-49</b>	108 \$45,244	94 \$47,394	100 \$46,831	111 \$48,633	131 \$52,130	34 \$55,671	2			580 \$48,733
<b>50-54</b>	105 \$39,655	105 \$52,140	111 \$50,684	151 \$52,127	197 \$54,521	91 \$52,802	16			776 \$50,946
<b>55-59</b>	79 \$51,374	63 \$45,446	85 \$48,968	134 \$51,973	146 \$56,470	73 \$63,889	45 \$58,326	14		639 \$53,825
<b>60-64</b>	44 \$43,653	55 \$54,528	51 \$54,594	65 \$54,024	70 \$58,921	33 \$63,433	26 \$74,428	11		355 \$56,316
<b>Over 64</b>	6	7	13	14	15	4	5	2		66 \$ 53,077
<b>Total</b>	1,141 \$41,179	730 \$46,640	637 \$48,431	546 \$51,013	592 \$54,940	238 \$58,125	94 \$61,849	27 \$57,676		4,005 \$48,306

\* Compensation in cells with fewer than 20 records has been suppressed.  
Nineteen non-represented deputy sheriffs are included with Deputy Sheriffs exhibit.

**EXHIBIT III****ACTIVE MEMBERSHIP DATA – DEPUTY SHERIFFS****NUMBER AND AVERAGE ANNUAL SALARY\*  
AS OF JANUARY 1, 2011**

Age	Years of Service									Total
	0-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40+	
<b>Under 25</b>										
<b>25-29</b>										
<b>30-34</b>	2	21	10							33 \$61,918
		\$59,726								
<b>35-39</b>	4	12	54	14						84 \$61,281
			\$61,093							
<b>40-44</b>	1	13	52	66	1					133 \$63,607
			\$62,654	\$65,384						
<b>45-49</b>		2	7	48	29	4				90 \$62,676
				\$62,601	\$63,520					
<b>50-54</b>			11	17	20	7	2			57 \$68,609
					\$68,849					
<b>55-59</b>	1			4	13	1	2			21 \$65,018
<b>60-64</b>			1	2	2					5
<b>Over 64</b>										
<b>Total</b>	8	48	135	151	65	12	4			423 \$63,591
		\$58,418	\$61,434	\$64,151	\$65,667					

\* Compensation in cells with fewer than 20 records has been suppressed.  
Includes 19 non-represented deputy sheriffs.

**EXHIBIT IV****ACTIVE MEMBERSHIP DATA – ELECTED OFFICIALS****NUMBER AND AVERAGE ANNUAL SALARY\*  
AS OF JANUARY 1, 2011**

Age	Years of Service									Total
	0-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40+	
Under 25										
25-29										
30-34		1								1
35-39	1									1
40-44	1	1	1							3
45-49	1									1
50-54		1		3						4
55-59		2		1						3
60-64	1	1	1	1	2					6
Over 64		1								1
<b>Total</b>	4	7	2	5	2					20
										\$64,142

\* Compensation in cells with fewer than 20 records has been suppressed.

**EXHIBIT V****ACTIVE AND DEFERRED VESTED MEMBERS OBTAINING  
RETIREMENT ELIGIBILITY OVER NEXT FIVE CALENDAR YEARS****Actives Reaching Retirement Eligibility**

<b>Year</b>	<b>General Employees</b>	<b>Elected Officials</b>	<b>Deputy Sheriffs</b>	<b>Total</b>
Eligible at Valuation Date	855	6	25	886
2011	155	1	10	166
2012	190	2	9	201
2013	172	1	10	183
2014	155	0	24	179
2015	162	1	23	186
Total Over Next 5 Years	834	5	76	915
Grand Total Eligible	1,689	11	101	1,801

**Deferred Vesteds Reaching Retirement Age**

<b>Year</b>	<b>Total</b>
2011	138
2012	83
2013	109
2014	102
2015	95
Total Over Next 5 Years	527

**EXHIBIT VI****RETIREE AND BENEFICIARY MEMBERSHIP DATA  
AS OF JANUARY 1, 2011****NUMBER AND AVERAGE ANNUAL BENEFIT**

<b>Age Last Birthday</b>	<b>Number</b>	<b>Annual Benefit</b>	<b>Average Annual Benefit</b>
<b>Retired Participants</b>			
Under 60	700	\$ 19,490,030	\$ 27,843
60 - 64	1,442	32,070,713	22,240
65 - 69	1,111	23,567,438	21,213
70 - 74	869	17,012,207	19,577
75 - 79	772	15,027,539	19,466
Over 79	1,503	20,699,374	13,772
Total	6,397	\$ 127,867,302	\$ 19,989
<b>Beneficiary Participants</b>			
Under 60	77	\$ 1,153,500	\$ 14,981
60 - 64	56	898,674	16,048
65 - 69	63	1,125,509	17,865
70 - 74	85	1,263,718	14,867
75 - 79	117	1,775,662	15,177
Over 79	399	4,428,208	11,098
Total	797	\$ 10,645,272	\$ 13,357
<b>Disabled Participants</b>			
Under 60	99	\$ 2,105,762	\$ 21,270
60 - 64	35	696,263	19,893
65 - 69	36	623,486	17,319
70 - 74	24	454,192	18,925
75 - 79	25	403,681	16,147
Over 79	28	392,194	14,007
Total	247	\$ 4,675,577	\$ 18,929
<b>Grand Total</b>			
<b>Average Annual Benefit</b>	7,441	\$ 143,188,151	\$ 19,243

**EXHIBIT VII****5-YEAR HISTORY OF MEMBERSHIP DATA****Active Participants**

<b>Valuation as of January 1</b>	<b>Number of Active Participants</b>	<b>Percentage Change in Membership</b>	<b>Total Annual Payroll</b>	<b>Percentage Change in Payroll</b>
2011	4,448	(7.49)%	\$ 221,647,443	(6.49)%
2010	4,808	(0.60)%	237,040,117	1.38 %
2009	4,837	0.48 %	233,820,179	2.84 %
2008	4,814	(1.71)%	227,364,398	1.95 %
2007	4,898	(3.13)%	223,005,093	(1.20)%

**Retired, Disabled, and Beneficiary Participants**

<b>Valuation as of January 1</b>	<b>Number on roll</b>	<b>Additions</b>	<b>Deletions</b>	<b>Percentage Change in Membership</b>	<b>Annual Annuities</b>	<b>Percentage Change in Annuities</b>
2011	7,441	368	219	2.04 %	\$ 143,188,151	4.23 %
2010	7,292	283	299	(0.22)%	137,374,794	2.24 %
2009	7,308	222	235	(0.18)%	134,363,234	2.09 %
2008	7,321	325	303	0.30 %	131,611,251	2.81 %
2007	7,299	259	235		128,010,105	

**EXHIBIT VIII**

**DETAILED TABULATIONS OF THE DATA**

TABLE VIII-A

**THE NUMBER AND ANNUAL SALARIES  
OF MEMBERS IN ACTIVE SERVICE DISTRIBUTED BY  
AGE AS OF JANUARY 1, 2011  
ALL EMPLOYEES**

(Compensation in cells with fewer than 20 records has been suppressed)

Age	Men		Women	
	Number	Compensation	Number	Compensation
20	2			
21	2		1	
22	3		4	
23	10		2	
24	19		13	
25	19		15	
26	20	\$ 769,187	23	\$ 786,698
27	28	1,050,285	17	
28	27	975,305	32	1,199,123
29	29	1,122,937	26	927,287
30	31	1,406,442	30	1,146,207
31	38	1,497,756	43	1,601,104
32	33	1,541,828	55	2,239,443
33	41	1,893,309	39	1,544,777
34	33	1,597,624	49	2,007,831
35	49	2,614,024	47	1,783,888
36	49	2,847,339	49	2,211,048
37	34	1,465,746	47	2,011,753
38	55	2,759,027	53	2,421,954
39	53	2,672,889	64	2,763,210
40	68	3,868,869	68	3,126,396
41	69	3,713,725	73	3,472,171
42	43	2,231,392	63	3,066,417
43	59	3,079,747	80	3,589,943
44	56	3,115,219	81	3,776,144
45	53	2,880,915	69	3,349,140
46	46	2,928,003	71	3,264,671
47	59	3,270,052	86	4,163,568
48	71	3,646,314	87	4,256,182
49	52	2,766,659	77	3,433,069
50	77	4,394,426	108	5,405,441
51	64	3,597,901	100	4,794,270
52	71	3,872,672	99	4,621,341
53	61	3,584,827	93	5,043,704
54	63	3,670,144	101	4,813,505
55	73	4,738,386	82	3,861,155
56	68	3,995,346	84	4,060,187
57	63	3,673,527	65	3,442,557

TABLE VIII-A

**THE NUMBER AND ANNUAL SALARIES  
OF MEMBERS IN ACTIVE SERVICE DISTRIBUTED BY  
AGE AS OF JANUARY 1, 2011  
ALL EMPLOYEES**

(Compensation in cells with fewer than 20 records has been suppressed)

Age	Men		Women	
	Number	Compensation	Number	Compensation
58	40	2,008,561	73	3,888,710
59	54	3,471,949	61	2,776,644
60	46	3,047,342	46	2,263,025
61	42	2,713,703	64	3,217,816
62	39	2,637,457	36	1,811,437
63	18		23	1,105,739
64	22	1,410,047	30	1,458,081
65	3		10	
66	5		8	
67	1		5	
68	4		7	
69	6		4	
70	3		1	
71	1		1	
72			4	
73			2	
74	1			
75				
76			1	
<b>Total</b>	1,976	\$ 107,025,503	2,472	\$ 114,621,939

TABLE VIII-B

**THE NUMBER AND ANNUAL SALARIES  
OF MEMBERS IN ACTIVE SERVICE DISTRIBUTED BY  
YEARS OF CREDITED SERVICE AS OF JANUARY 1, 2011  
ALL EMPLOYEES**

(Compensation in cells with fewer than 20 records has been suppressed)

Years of Service	Men		Women	
	Number	Compensation	Number	Compensation
0	115	\$ 3,807,175	136	\$ 4,411,275
1	127	5,239,084	187	7,548,821
2	126	5,965,381	153	6,471,572
3	70	3,473,067	97	4,117,688
4	65	3,361,759	77	3,397,212
5	82	4,168,579	141	6,486,761
6	49	2,852,822	72	3,197,853
7	54	2,497,932	67	3,129,966
8	79	4,153,157	52	2,101,761
9	100	5,091,510	89	3,656,795
10	85	4,479,992	128	5,678,150
11	88	4,426,533	111	5,135,649
12	57	3,173,085	73	3,347,526
13	65	3,951,099	53	2,658,240
14	54	3,235,502	60	3,163,152
15	57	3,521,790	33	1,659,401
16	63	3,554,124	71	3,476,287
17	49	2,733,386	67	3,460,276
18	87	5,430,665	110	5,358,622
19	71	4,147,966	94	4,540,355
20	61	3,488,120	74	3,392,594
21	63	3,659,791	138	7,170,684
22	61	3,694,374	87	4,730,508
23	41	2,951,293	52	2,777,284
24	35	2,502,940	47	2,564,275
25	44	2,687,352	48	2,553,785
26	24	1,402,979	48	2,643,504
27	18		14	
28	10		11	
29	8		25	1,358,190
30	11		22	1,080,928
31	11		8	
32	16		9	
33	7		6	
34	7		1	
35	8		4	
36	5		4	
37	2		2	
38	1			
39			1	
<b>Total</b>	1,976	\$ 107,025,503	2,472	\$ 114,621,939

TABLE VIII-C

**THE NUMBER AND ANNUAL SALARIES  
OF MEMBERS IN ACTIVE SERVICE DISTRIBUTED BY  
AGE AS OF JANUARY 1, 2011  
GENERAL EMPLOYEES**

(Compensation in cells with fewer than 20 records has been suppressed)

Age	Men		Women	
	Number	Compensation	Number	Compensation
20	2			
21	2		1	
22	3		4	
23	10		2	
24	19		13	
25	19		15	
26	20	\$ 769,187	23	\$ 786,698
27	28	1,050,285	17	
28	27	975,305	32	1,199,123
29	29	1,122,937	26	927,287
30	30	1,353,735	29	1,093,754
31	35	1,320,984	43	1,601,104
32	22	877,703	51	1,931,891
33	35	1,531,549	36	1,365,572
34	30	1,415,846	47	1,888,425
35	35	1,760,487	44	1,596,046
36	36	2,022,030	45	1,937,301
37	29	1,223,120	45	1,874,504
38	39	1,808,673	52	2,350,533
39	33	1,462,623	57	2,315,545
40	38	1,898,330	62	2,720,857
41	45	2,193,126	69	3,231,233
42	21	919,600	56	2,620,161
43	43	2,038,851	73	3,155,798
44	38	1,995,815	79	3,649,125
45	38	1,908,113	62	2,900,544
46	34	2,203,535	64	2,905,973
47	44	2,348,317	81	3,833,326
48	55	2,618,361	82	3,937,107
49	44	2,239,959	76	3,370,045
50	64	3,557,724	100	4,863,114
51	56	3,074,394	97	4,527,142
52	62	3,243,606	98	4,540,661
53	54	3,073,415	90	4,865,568
54	56	3,119,567	99	4,668,691
55	69	4,507,331	80	3,736,079
56	63	3,688,772	82	3,913,997
57	58	3,356,202	64	3,378,510

TABLE VIII-C

**THE NUMBER AND ANNUAL SALARIES  
OF MEMBERS IN ACTIVE SERVICE DISTRIBUTED BY  
AGE AS OF JANUARY 1, 2011  
GENERAL EMPLOYEES**

(Compensation in cells with fewer than 20 records has been suppressed)

Age	Men		Women	
	Number	Compensation	Number	Compensation
58	38	1,865,499	72	3,828,337
59	52	3,342,908	61	2,776,644
60	43	2,868,922	46	2,263,025
61	41	2,626,995	63	3,155,279
62	37	2,494,395	36	1,811,437
63	18		22	1,053,286
64	19		30	1,458,081
65	3		10	
66	5		8	
67			5	
68	4		7	
69	6		4	
70	3		1	
71	1		1	
72			4	
73			2	
74	1			
75				
76			1	
<b>Total</b>	1,636	\$ 85,517,342	2,369	\$ 107,948,104

TABLE VIII-D

**THE NUMBER AND ANNUAL SALARIES  
OF MEMBERS IN ACTIVE SERVICE DISTRIBUTED BY  
YEARS OF CREDITED SERVICE AS OF JANUARY 1, 2011  
GENERAL EMPLOYEES**

(Compensation in cells with fewer than 20 records has been suppressed)

Years of Service	Men		Women	
	Number	Compensation	Number	Compensation
0	115	\$ 3,807,175	135	\$ 4,255,109
1	126	5,178,179	186	7,474,413
2	121	5,679,053	153	6,471,572
3	70	3,473,067	96	4,065,235
4	63	3,250,373	76	3,331,546
5	81	4,105,703	141	6,486,761
6	46	2,696,862	70	3,092,947
7	47	2,062,086	66	3,074,616
8	63	3,149,080	48	1,876,338
9	82	4,023,998	86	3,478,789
10	65	3,269,181	119	5,134,443
11	62	2,920,671	106	4,849,699
12	43	2,338,886	64	2,773,894
13	42	2,469,015	48	2,337,749
14	33	1,910,192	55	2,846,719
15	34	2,019,251	24	1,077,057
16	36	1,822,720	67	3,186,118
17	31	1,623,406	61	3,082,082
18	49	2,945,048	98	4,586,823
19	55	3,128,973	91	4,381,517
20	50	2,792,381	73	3,356,751
21	52	2,958,153	133	6,837,027
22	45	2,691,284	81	4,379,308
23	37	2,675,831	49	2,510,638
24	28	2,005,451	44	2,317,498
25	38	2,252,612	46	2,400,743
26	24	1,402,979	47	2,551,142
27	15		14	
28	10		11	
29	8		25	
30	11		21	
31	11		8	
32	14		9	
33	6		6	
34	7		1	
35	8		4	
36	5		4	
37	2		2	
38	1			
39			1	
<b>Total</b>	1,636	\$ 85,517,342	2,369	\$ 107,948,104

TABLE VIII-E

**THE NUMBER AND ANNUAL SALARIES  
OF MEMBERS IN ACTIVE SERVICE DISTRIBUTED BY  
AGE AS OF JANUARY 1, 2011  
DEPUTY SHERIFFS**

(Compensation in cells with fewer than 20 records has been suppressed)

Age	Men		Women	
	Number	Compensation	Number	Compensation
30	1			
31	3			
32	11		4	
33	6		3	
34	3		2	
35	13		3	
36	13		4	
37	5		2	
38	16		1	
39	20	\$ 1,210,266	7	
40	30	1,970,540	5	
41	24	1,520,600	4	
42	21	1,259,339	7	
43	16		7	
44	17		2	
45	15		7	
46	12		7	
47	14		5	
48	16		5	
49	8		1	
50	13		8	
51	8		3	
52	9		1	
53	6		3	
54	5		1	
55	2		2	
56	4		2	
57	5		1	
58	2		1	
59	2			
60	2			
62	2			
<b>Total</b>	324	\$ 20,435,138	99	\$ 6,464,023

TABLE VIII-F

**THE NUMBER AND ANNUAL SALARIES  
OF MEMBERS IN ACTIVE SERVICE DISTRIBUTED BY  
YEARS OF CREDITED SERVICE AS OF JANUARY 1, 2011  
DEPUTY SHERIFFS**

(Compensation in cells with fewer than 20 records has been suppressed)

Years of Service	Men		Women	
	Number	Compensation	Number	Compensation
0			1	
1	1		1	
2	2			
4	2		1	
5	1			
6	2			
7	6		1	
8	13		4	
9	18		3	
10	19		9	
11	26	\$ 1,505,862	5	
12	13		9	
13	23	1,482,083	5	
14	21	1,325,310	5	
15	22	1,390,746	9	
16	27	1,731,404	4	
17	18		6	
18	35	2,306,799	11	
19	16		3	
20	11		1	
21	11		5	
22	16		6	
23	3		3	
24	6		3	
25	6		2	
26			1	
27	3			
30			1	
32	2			
<b>Total</b>	324	\$ 20,435,138	99	\$ 6,464,023

TABLE VIII-G

**THE NUMBER AND ANNUAL SALARIES  
OF MEMBERS IN ACTIVE SERVICE DISTRIBUTED BY  
AGE AS OF JANUARY 1, 2011  
ELECTED OFFICIALS**

(Compensation in cells with fewer than 20 records has been suppressed)

Age	Men		Women	
	Number	Compensation	Number	Compensation
30			1	
35	1			
40			1	
42	1			
44	1			
47	1			
53	1			
54	2		1	
55	2			
56	1			
60	1			
61	1			
63			1	
64	3			
67	1			
<b>Total</b>	16		4	

TABLE VIII-H

**THE NUMBER AND ANNUAL SALARIES  
OF MEMBERS IN ACTIVE SERVICE DISTRIBUTED BY  
YEARS OF CREDITED SERVICE AS OF JANUARY 1, 2011  
ELECTED OFFICIALS**

(Compensation in cells with fewer than 20 records has been suppressed)

Years of Service	Men		Women	
	Number	Compensation	Number	Compensation
2	3			
3			1	
6	1		2	
7	1			
8	3			
10	1			
12	1			
15	1			
18	3		1	
23	1			
24	1			
<b>Total</b>	16		4	

TABLE VIII-I

**THE NUMBER AND ANNUAL BENEFITS PAYABLE TO  
ALL MEMBERS RECEIVING BENEFITS  
AS OF JANUARY 1, 2011**

Age	Men		Women	
	Number	Annuities	Number	Annuities
15			1	\$ 18,000
18			1	4,134
20			1	3,589
21	1	\$ 2,756		
22	2	23,521		
23	1	3,001	1	6,461
30			1	4,541
32			1	18,000
33	1	31,789		
35			3	68,361
36	3	47,600	1	18,000
37	1	9,161		
39			1	18,000
40	3	50,666	3	51,152
41	2	57,507		
42	4	77,623	1	18,000
44	1	32,553		
45	1	35,585	2	16,212
46	2	31,227	7	92,151
47			4	70,627
48	1	7,711	6	168,656
49	2	37,883	6	131,354
50			5	137,111
51	5	205,307	9	275,568
52	11	322,471	18	471,706
53	18	548,639	22	573,378
54	27	742,254	40	982,116
55	41	1,187,462	38	1,063,091
56	44	1,197,597	49	1,171,293
57	59	1,718,561	74	1,733,561
58	86	2,408,575	84	1,996,099
59	89	2,627,006	92	2,231,676
60	114	3,155,699	137	2,815,158
61	133	3,093,723	141	2,552,893
62	150	4,143,477	173	2,969,764
63	150	3,624,430	178	3,283,194
64	172	4,479,521	185	3,547,792
65	117	2,973,459	144	2,958,535
66	124	2,852,351	130	2,310,976
67	96	2,365,445	138	2,403,265
68	96	2,450,465	143	2,375,933
69	95	2,486,913	127	2,139,091
70	88	2,161,582	108	1,898,124

TABLE VIII-I

**THE NUMBER AND ANNUAL BENEFITS PAYABLE TO  
ALL MEMBERS RECEIVING BENEFITS  
AS OF JANUARY 1, 2011**

Age	Men		Women	
	Number	Annuities	Number	Annuities
71	87	1,945,020	110	1,755,276
72	80	1,858,894	121	2,059,885
73	72	1,859,313	119	1,842,414
74	82	1,752,785	111	1,596,823
75	74	1,765,325	122	2,003,217
76	61	1,561,487	119	1,856,970
77	71	1,890,435	106	1,565,381
78	75	1,664,439	113	1,692,424
79	75	1,812,710	98	1,394,494
80	72	1,396,586	131	1,980,908
81	59	1,234,772	135	1,767,967
82	53	1,029,745	124	1,618,620
83	53	1,038,093	119	1,500,864
84	47	966,240	126	1,376,615
85	45	936,463	98	1,299,009
86	41	724,089	85	897,193
87	43	753,018	86	947,652
88	37	579,180	83	779,689
89	36	613,061	71	748,233
90	20	319,776	71	595,420
91	18	178,719	46	378,452
92	13	189,562	54	449,341
93	5	29,535	41	272,479
94	5	119,777	27	199,286
95	4	31,787	18	153,681
96	4	49,299	21	111,342
97	5	49,308	10	69,924
98	3	20,144	5	22,659
99			5	22,100
100	1	18,942	2	12,464
101			3	17,000
102			2	11,375
103			2	8,425
105	1	985		
<b>Total</b>	<b>2,982</b>	<b>\$ 71,583,009</b>	<b>4,459</b>	<b>\$ 71,605,141</b>

**TABLE VIII-J**  
**THE NUMBER AND ANNUAL BENEFITS PAYABLE TO**  
**RETIRED MEMBERS**  
**AS OF JANUARY 1, 2011**

Age	Men		Women	
	Number	Annuities	Number	Annuities
48			3	\$ 92,772
49			2	83,506
50			3	97,784
51	4	\$ 162,888	6	217,087
52	6	209,351	16	436,146
53	15	504,089	16	484,166
54	19	562,143	30	807,935
55	37	1,107,148	31	927,268
56	41	1,152,707	43	1,081,547
57	50	1,530,306	59	1,448,980
58	78	2,194,260	75	1,841,434
59	82	2,501,276	84	2,047,239
60	112	3,124,113	124	2,559,286
61	128	2,994,683	125	2,284,784
62	141	4,009,433	161	2,769,580
63	146	3,556,543	167	3,103,978
64	168	4,395,067	170	3,273,246
65	115	2,934,639	132	2,671,748
66	114	2,727,034	118	2,089,289
67	91	2,290,104	120	2,070,399
68	91	2,346,336	125	2,157,473
69	91	2,400,644	114	1,879,771
70	86	2,126,189	93	1,651,878
71	80	1,816,918	98	1,584,280
72	77	1,830,206	104	1,687,497
73	68	1,806,186	104	1,597,790
74	70	1,609,515	89	1,301,748
75	68	1,683,465	102	1,664,069
76	60	1,553,563	102	1,629,497
77	68	1,837,966	76	1,179,890
78	72	1,643,430	89	1,293,302
79	68	1,736,842	67	805,515
80	64	1,308,575	102	1,555,811
81	56	1,212,376	99	1,349,307
82	50	1,014,468	89	1,137,732
83	51	1,018,816	83	1,023,223
84	46	953,024	81	868,049
85	43	902,018	63	820,519
86	38	711,552	55	507,816
87	36	697,642	62	670,066

**TABLE VIII-J**  
**THE NUMBER AND ANNUAL BENEFITS PAYABLE TO**  
**RETIRED MEMBERS**  
**AS OF JANUARY 1, 2011**

Age	Men		Women	
	Number	Annuities	Number	Annuities
88	34	546,933	65	581,677
89	32	576,534	48	505,841
90	19	318,221	54	422,889
91	15	157,055	32	265,907
92	13	189,562	48	389,459
93	4	23,285	26	172,845
94	5	119,777	22	156,405
95	4	31,787	15	138,877
96	3	43,416	18	95,061
97	5	49,308	6	51,354
98	2	16,599	3	13,073
99			4	21,550
100	1	18,942	2	12,464
101			2	11,867
102			2	11,375
103			1	6,317
<b>Total</b>	2,767	\$ 68,256,937	3,630	\$ 59,610,365

TABLE VIII-K

**THE NUMBER AND ANNUAL BENEFITS PAYABLE TO  
BENEFICIARY MEMBERS  
AS OF JANUARY 1, 2011**

Age	Men		Women	
	Number	Annuities	Number	Annuities
15			1	\$ 18,000
18			1	4,134
20			1	3,589
21	1	\$ 2,756		
22	2	23,521		
23	1	3,001	1	6,461
30			1	4,541
32			1	18,000
35			3	68,361
36	2	25,278	1	18,000
37	1	9,161		
39			1	18,000
40	2	20,018	2	20,931
42	3	37,794	1	18,000
45			2	16,212
46			3	13,325
48	1	7,711	1	50,149
51			2	29,982
52			1	10,170
53			4	39,458
54	2	57,566	2	34,300
55			4	78,142
56			4	50,694
57	1	5,084	12	233,826
58			7	103,648
59			5	103,686
60	1	17,552	8	140,963
61	1	3,377	11	189,961
62	4	27,866	7	112,242
63	2	13,324	9	143,503
64	2	26,755	11	223,131

TABLE VIII-K

**THE NUMBER AND ANNUAL BENEFITS PAYABLE TO  
BENEFICIARY MEMBERS  
AS OF JANUARY 1, 2011**

Age	Men		Women	
	Number	Annuities	Number	Annuities
65			12	286,787
66	4	42,051	7	132,530
67	3	28,795	13	252,046
68	2	38,627	14	162,621
69	1	16,506	7	165,547
70			11	164,325
71	2	27,474	10	132,004
72	2	12,002	17	372,388
73	2	5,997	13	211,224
74	9	83,234	19	255,069
75	4	44,426	19	318,055
76			15	203,248
77	1	9,566	24	302,465
78	2	4,179	21	355,414
79	5	32,352	26	505,958
80	7	49,640	26	384,023
81	2	6,736	35	409,044
82	3	15,277	29	403,013
83	2	19,277	34	450,696
84	1	13,216	41	459,896
85	1	13,317	34	465,767
86	3	12,537	28	359,318
87	5	28,123	23	262,753
88	2	18,243	18	198,013
89	4	36,527	22	234,093
90	1	1,554	17	172,531
91	3	21,664	14	112,545
92			6	59,882
93	1	6,249	15	99,634
94			5	42,881
95			2	9,117
96	1	5,883	3	16,281
97			4	18,570
98	1	3,545	2	9,586
99			1	550
101			1	5,132
103			1	2,108
<b>Total</b>	101	\$ 878,749	696	\$ 9,766,523

TABLE VIII-L

**THE NUMBER AND ANNUAL BENEFITS PAYABLE TO  
DISABLED MEMBERS  
AS OF JANUARY 1, 2011**

Age	Men		Women	
	Number	Annuities	Number	Annuities
33	1	\$ 31,789		
36	1	22,322		
40	1	30,648	1	\$ 30,221
41	2	57,507		
42	1	39,828		
44	1	32,553		
45	1	35,585		
46	2	31,227	4	78,826
47			4	70,627
48			2	25,736
49	2	37,883	4	47,848
50			2	39,328
51	1	42,418	1	28,499
52	5	113,120	1	25,391
53	3	44,549	2	49,754
54	6	122,544	8	139,881
55	4	80,313	3	57,680
56	3	44,890	2	39,052
57	8	183,171	3	50,755
58	8	214,315	2	51,017
59	7	125,730	3	80,751
60	1	14,034	5	114,909
61	4	95,663	5	78,147
62	5	106,179	5	87,941
63	2	54,562	2	35,713
64	2	57,699	4	51,416
65	2	38,820		
66	6	83,266	5	89,157
67	2	46,547	5	80,820
68	3	65,502	4	55,839
69	3	69,763	6	93,773
70	2	35,393	4	81,921
71	5	100,628	2	38,993
72	1	16,686		

**TABLE VIII-L**  
**THE NUMBER AND ANNUAL BENEFITS PAYABLE TO**  
**DISABLED MEMBERS**  
**AS OF JANUARY 1, 2011**

Age	Men		Women	
	Number	Annuities	Number	Annuities
73	2	47,130	2	33,400
74	3	60,035	3	40,006
75	2	37,434	1	21,093
76	1	7,924	2	24,225
77	2	42,903	6	83,026
78	1	16,830	3	43,708
79	2	43,516	5	83,022
80	1	38,371	3	41,074
81	1	15,660	1	9,616
82			6	77,875
83			2	26,946
84			4	48,670
85	1	21,128	1	12,723
86			2	30,059
87	2	27,253	1	14,832
88	1	14,004		
89			1	8,298
95			1	5,686
<b>Total</b>	114	\$ 2,447,324	133	\$ 2,228,253

**EXHIBIT IX****GLOSSARY**

<b>Accrued Liability</b>	The difference between (a) the present value of future plan benefits, and (b) the present value of future normal cost. It is the portion of the present value of future plan benefits attributable to service accrued as of the valuation date. Sometimes referred to as “actuarial accrued liability.”
<b>Accrued Service</b>	The service credited under the plan, which was rendered before the date of the actuarial valuation.
<b>Actual Funding Contribution</b>	The Actual Funding Contribution for a plan year is calculated using census and asset information as of the first day of the plan year, and includes Normal Cost, with interest to the end of the plan year, and a net amortization payment.
<b>Actuarial Assumptions</b>	Estimates of future plan experience with respect to rates of mortality, disability, turnover, retirement, rate or rates of investment income and salary increases. Decrement assumptions (rates of mortality, disability, turnover and retirement) are generally based on past experience, often modified for projected changes in conditions. Economic assumptions (salary increases and investment income) consist of an underlying rate in an inflation-free environment plus a provision for a long-term average rate of inflation.
<b>Actuarial Cost Method</b>	A mathematical budgeting procedure for allocating the dollar amount of the “present value of future plan benefits” between the present value of future normal cost and the accrued liability. Sometimes referred to as the “actuarial funding method.”
<b>Actuarial Equivalent</b>	A series of payments is called an actuarial equivalent of another series of payments if the two series have the same actuarial present value.
<b>Actuarial Value of Assets</b>	The value of current plan assets recognized for valuation purposes. Based on a smoothed market value that recognizes investment gains and losses over a period of three years.
<b>Amortization</b>	Paying off an interest-bearing liability by means of periodic payments of interest and principal, as opposed to paying it off with a lump sum payment.

**EXHIBIT IX****GLOSSARY**

(Continued)

<b>Annual Required Contribution</b>	The Annual Required Contribution, or ARC, is the amount determined in accordance with Governmental Accounting Standards Board Statements Nos. 25 and 27.
<b>Budget Contribution</b>	The Budget Contribution for a year is based on census and asset information as of the first day of the PRIOR plan year, rolled forward to the next plan year based on all actuarial assumptions being met. For example, the Budget Contribution for 2011 is based on census and asset information as of January 1, 2010, rolled forward to January 1, 2011.
<b>Contribution Variance</b>	The difference between the Actual Contribution and the Budget Contribution for a plan year is referred to as the Contribution Variance. A Contribution Variance resulting from an overpayment is amortized over 5 years as a level dollar credit. A Contribution Variance resulting from an underpayment is amortized over 5 years as a level dollar charge.
<b>Experience Gain (Loss)</b>	A measure of the difference between actual experience and that expected based upon a set of actuarial assumptions during the period between two actuarial valuation dates, in accordance with the actuarial cost method being used.
<b>Normal Cost</b>	The annual cost assumed, under the actuarial funding method, for current and subsequent plan years. Sometimes referred to as “current service cost.”
<b>Present Value</b>	The amount of funds presently required to provide a payment or series of payments in the future. The present value is determined by discounting the future payments at a predetermined rate of interest, taking into account the probability of payment.
<b>Unfunded Accrued Liability</b>	The difference between the actuarial accrued liability and valuation assets.